

CERTIFICATION

State of Rhode Island Department of Administration

We, **Bradford E. Southworth**, Personnel Administrator of the Office of Personnel Administration and **John J. Hogan**, Chairman, of the Unclassified Pay Plan Board, certify the attached is a true and correct copy of the Classified and Unclassified Personnel Rules as amended. These rules were adopted after a public hearing held on April 25, 1988.

The purposes of these rules are to :

1. Promote economy and efficiency in state government through the recruitment, selection, employment, compensation, and advancement of employees, based on their relative knowledge, abilities and skills, with consideration of experience and longevity, including open consideration of qualified applicants for initial appointments.
2. Assure equal opportunity to applicants and employees in all aspects of personnel administration without regard to political affiliation, race, color, national origin, sex, age, marital status, mental or physical disability, or religious creed, and with proper regard for their privacy and constitutional rights.
3. Retain maximum authority and responsibility at the agency level for decisions to select or to terminate employees and for other facets of personnel management as may be consistent with the rule-making authority of the Personnel Administrator and the Chairman of the Unclassified Pay Plan Board for the development of uniform personnel administrative procedures.
4. Establish the necessary procedures to assure reasonably uniform and consistent personnel practices and provide a reliable basis for personnel cost projections and staffing patterns.
5. Encourage the retention and improved performance of employees in the state's service by establishing procedures, rules, regulations, or guidelines regarding training, staff development, and career advancement.
6. Establish uniform systemic processes for Personnel Administration.

We further certify that all previous agency rules are superseded by the contents of this

filing.

Done this 25th day of April, 1988.

Bradford E. Southworth

Bradford E. Southworth
PERSONNEL ADMINISTRATOR

John J. Hogan, Chairman

John J. Hogan
UNCLASSIFIED PAY PLAN BOARD

AFFIDAVIT OF PUBLICATION

The undersigned certifies the attached printed notice was published in the Providence Journal newspaper one successive time the first insertion having been on the 3rd day of April 1988, and that said newspaper is recognized as the State newspaper with the largest circulation.

Legal Notice
State of Rhode Island
and
Providence Plantations

Department of Administration
Office of Personnel Administration
289 Promenade Street
Providence, RI 02908

Notice of Public Hearing

In accordance with and pursuant to the provisions of the "Administrative Procedures

Act", (Chapter 42-35) of the General Laws of Rhode Island and specifically, Section 42-35-3) a hearing will be held for the purpose of amending the Personnel Rules by the Office of Personnel Administration, Department of Administration.

A hearing will be held on April 25, 1988 at 10:00 am in Room 313 State House, Providence RI.

Parties interested in/or concerned with the above mentioned matter, are invited to be present and may offer testimony or written statements at that time.

Copies of the proposed rule changes will be available in the Office of Personnel Administration between the hours of 8:30 am and 4:00 pm.

Bradford E. Southworth
Personnel Administrator
Office of Personnel Administration

Debra Jodoin
Debra A. Jodoin
Office of Personnel Administration
Department of Administration

AFFIDAVIT OF COMPLIANCE WITH ADMINISTRATIVE PROCEDURES ACT

I, Charlie J. McCarthy, Administrator of Adjudication certify that the attached is a true and correct copy of the Classified Personnel Rules as amended at a Public Hearing conducted on April 25, 1988.

Charles J. McCarthy
Administrator of Adjudication
Department of Administration

April 25, 1988

These rules were approved pursuant to R.I.G.L. 36-4-8 and the State Classified and Unclassified System Rules and Regulations dated May 16, 1988, as amended and promulgated under provisions of Chapter 42-35 of the Rhode Island General Laws, Administrative Procedures Act.

Edward D. DiPrete

Edward D. DiPrete

Governor

Frederick Lippitt

Frederick Lippitt

Director of Administration

Bradford E. Southworth

Bradford E. Southworth

Personnel Administrator

Richard M. Wessels

Richard M. Wessels

Associate Director

John J. Hogan

John J. Hogan, Chairman

Unclassified Pay Plan Board